

COCONINO COUNTY BENEFIT OPEN ENROLLMENT

County Employee & Family: Important Benefit Information for Plan Year 07/01/17 through 06/30/18

Overview of changes for the FY18 plan year effective 07/01/17 as approved by the NAPEBT Trust

This year's Benefit Open Enrollment is shorter than previous years! It will start on May 1 and run through May 15, 2017. Two weeks only! Open Enrollment forms may also be found online at

<http://www.coconino.az.gov/257/Human-Resources>.

PLAN DESIGN CHANGES

- For the vision buy up plans, the frame allowance under the buy-up plan increases from \$130 to \$150
- For dental insurance plans, the Orthodontic Takeover Provision was added to dental plans within the Trust. This allows NAPEBT members to continue orthodontic treatment started under a NAPEBT employer if they move to a different NAPEBT employer who offers orthodontic coverage.
- In addition, in FY18 all three medical plans, members diagnosed with eosinophilic gastrointestinal disorder who have a need for amino acid based formula or medical foods will now pay the lesser of the plan's in network coinsurance percentage or 25% for the cost of amino acid based formula purchased from in network and out of network providers, and the lesser of the plan's in network coinsurance percentage or 50% for the cost of medical foods purchased from in network and out of network providers.
- For medical insurance plans, surgery for the purpose of gender transition is no longer excluded from coverage, the cost limit for wigs has been eliminated, and the cost limit on eyeglasses following cataract surgery has been removed across all three medical plans.

PLAN COSTS

- Approximate 11%, 13%, 15% overall rate increases to HDHP, Base, Buy-up medical plans respectively
- Approximate 4.5% overall rate increase to your dental plan premium contributions
- No rate increase to your vision plan premium contributions

ONLINE FEATURES

- Effective 8/1/2016, the New Wellness Portal was introduced for tracking wellness points and marketing wellness activities. This new feature will continue for the new plan year and can be found at www.mywellsite.com/NAPEBT. Wellness point entries for the current plan year must be completed by **May 15th** to earn wellness incentives for the upcoming plan year.
- NAPEBT will continue to use Baker Tilly Vantagen for administration of its online enrollment center found at www.napebtbenefits.com/county.
- The ALEX system, an interactive benefits counselor, will continue to be available for this open enrollment and through the upcoming plan year. This link <https://benefits.myalex.com/napebt/2017> will be available on May 1st.

FLEXIBLE SPENDING ACCOUNTS (FSA)

- FY18 Annual Enrollment in a FSA
Must re-enroll every plan year for the FSAs: medical (FSA) healthcare & dependent care reimbursement account (DCRA)
- Reminder to plan for expenses incurred from 07/01/2017 through 09/15/2018 and deadline to file claims for FY18 account is 09/30/2018. These are use it or lose it accounts.
- 2017 annual limit for medical (FSA) healthcare is increasing to \$2,600 with this open enrollment from \$2,550 in the prior plan year.

HEALTH SAVINGS ACCOUNT (HSA)

- Enroll or make changes to your contributions into your Health Savings Account (HDHP medical plan only)
- 2017 annual limit for individual Health Savings Account (HSA) is increasing to \$3,400 with this open enrollment from \$3,350 in the prior plan year.

Enclosures: Open Enrollment Meeting Schedule (reverse side), Medical/Dental/Vision Cost Table; Medical/Dental/Vision Coverage Summary; Wellness Incentive Program Level 3 Option Form; 1557 Language Insert; NAPEBT Cost-Sharing Examples